Dalmo Cirne

Dalmo Cirne is a professional with three decades of experience computer science, mathematics, and leadership & management. He has a has a degree in mathematics from SUNY (State University of New York) and is passionate about building products and enabling the next generation of leaders and individual contributors.

Throughout this career, Dalmo has seen the world changing at a fast pace and realized that just teaching what is already known is an insufficient condition for success. Knowledge itself has to evolve, adapt to new realities, and sometimes influence what things will become.

Among his achievements, Dalmo includes the concept, design, and implementation of one the first known automated cash handling and processing systems together with DeLaRue; his contributions to RiskMetrics and the participation in its IPO; the creation of one of the first mobile fertility applications (attributed to having helped with the first UK's iPhone baby); building Disney's presence in the smartphone space, starting ScoreCenter (now ESPN app)–the product was a success, earning its own TV commercial and winning the prestigious Mobile Marketing Award in Innovation.

Transitioning to startups in the early 2010s, Dalmo played critical roles in companies like mParticle, where he helped taking the company from zero to one and to catapult the CDP (Customer Data Platform) market. There, he built not only products, but teams as well. Dalmo began his journey of expanding his learnings about management and leadership, in addition to his technical knowledge. At Clarifai, he assembled and led the team that brought intelligent computer vision to the DoD (Department of Defense). His work there is classified and required him to obtain Secret level security clearance. In addition, with the success of the many leadership and management techniques he was using at Clarifai, that period came with an epiphany and became the milestone when the concept of his book, *Management Streams*, was born.

Dalmo joined Workday in 2020, at the beginning of the COVID-19 pandemic. There, he assembled the ML (Machine Learning) and AI (Artificial Intelligence) teams for financials. This was an especially important time, because the concepts of *Management Streams* were put to the test of running teams in an unprecedented way. Not only have they been successful growing the org from 3 to 30+ people, but also in building many products (e.g., Journal Insights, Expense Protect) released to customers, including several on the Fortune 500 list.

Dalmo is a recognized inventor with one patent granted, and three more filed and under evaluation.